



Office of the President

Walla Walla Community College

500 Tausick Way
Walla Walla, WA 99362-9267
(509)527-4274
FAX (509)527-4249

July 26, 2007

Teri Echterling
STATE BOARD FOR COMMUNITY AND
TECHNICAL COLLEGES
1300 Quince St. SE
P.O. box 42495
Olympia, WA 98504

Dear Teri:

The Walla Walla Community College 2007-08 High Demand Competitive grant application is enclosed. The focus of our proposed program is to increase the capacity of the Nursing Program by 18 FTEs. The proposed budget is \$157,500. As requested, you will find one original copy of the grant application enclosed.

Please contact myself or Dan McConnon, Vice President of Instruction/Workforce Education (509/527-4215) if you need further clarification or information regarding this grant application.

Sincerely,

Darina Foggy
for S. VanAusdle

Steven L. VanAusdle
President

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**APPLICATION GUIDELINES
2007-09 HIGH DEMAND GRANT**

College:	Walla Walla Community College		
Contact Person:	Dan McConnon		
Phone:	509.527.4215	Email:	daniel.mcconnon@wwcc.edu
Project Title(s):	Associate Degree Nursing Expansion		
Associated CIP(s):	CIP 51.1601/EPC 323		

Amount Requested	<u>\$157,500</u>
Number of additional students expected to serve	<u>22</u>
Increased number of FTE intended to address labor shortage in the targeted industry (the increase must be beyond the number of FTE currently in the program).	<u>18</u>

	<u>07/19/07</u>
Signature of College President	Date

FOR SBCTC USE ONLY:	Approved <input type="checkbox"/>	Denied <input type="checkbox"/>	Date Approved _____
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**APPLICATION GUIDELINES
2007-09 HIGH DEMAND GRANT**

College: Walla Walla Community College

Project: Associate Degree Nursing Expansion

	Grant Fund	Industry Match* (if any)	Total	Narrative (Completion of this section is required)
Salaries and Benefits	\$143,520	\$42,336*	\$143,520	1.0 FTE Nursing Instructor – Walla Walla (\$45,400 salary plus 38% benefits \$17,252 = \$62,652) 1.0 FTE Nursing Instructor – Clarkston (\$45,400 salary plus 38% benefits \$17,252 = \$62,652) .25 FTE Lab Technician – Walla Walla (\$7,006 salary plus 38% \$2,102 benefits = \$9,208) .25 FTE Lab Technician – Clarkston (\$7,006 salary plus 38% \$2,102 benefits = \$9,208) * Industry preceptors provided by local hospitals and clinics.
Travel	\$2,000		\$2,000	Clinical site travel, professional development related travel for faculty, and travel to support outreach activities.
Goods and Services	\$4,200	\$55,000*	\$4,200	\$2,200 - Supplies include skill lab materials, etc. \$2,000 - Instructional materials include books, videos, periodicals, journals, etc to support instruction * Private healthcare support for scholarships to nursing students.
Personal Services Contracts	0		0	
Equipment ¹	\$2,400		\$2,400	2 desktop computers and monitors @ \$1,200 each for nursing instructors.
Administration • (10% maximum–direct costs only–indirect costs are <i>not</i> allowed)	\$5,380		\$5,380	Project Supervision/Health Science Director @ 5% salary and benefits
TOTAL	\$157,500	\$97,336	\$254,836	



ATTACHMENT C-4 REVIEW CRITERIA 2007-09 HIGH DEMAND GRANT

BRIEF PROJECT OVERVIEW

This proposal is submitted in response to the critical shortage of healthcare nursing professionals in Southeastern Washington. The economic growth and stability of this region depends on the community's ability to sustain the healthcare infrastructure and react to the demand for healthcare professionals. This proposed project will allow Walla Walla Community College (WWCC) to expand the nursing career pathway to help meet the healthcare industry needs in Walla Walla and extend the opportunity to Clarkston with an additional 22 students (18 FTE) in fall 2007.

With the recent expansion of facilities on both the Walla Walla and Clarkston campuses, the College has the capacity to increase enrollment to help meet the high demand for healthcare professionals in the area. High demand funding will allow the College to hire faculty and staff for an evening instructional track to address the needs of non-traditional individuals seeking to enter the healthcare profession. The majority of WWCC students are typically older than the traditional college students (average age of 30), and balance educational commitments with family and work responsibilities (many students working 15 or more hours per week during the school year).

The College continues to expand the healthcare workforce by developing integrated career pathways in allied health and nursing. One of these pathways is the Health Science Bridge Program for students of color, limited English proficiency, and academically disadvantaged individuals. The first step in this bridge is an I-BEST Certified Nursing Assistant (CNA) program which includes co-instruction of basic skills and/or GED completion, with the Nursing Assistant curriculum. The in-depth tutorial and mentoring support provides the opportunity for students to complete the health science pre-requisites required to enter into a health science degree. This innovative Healthcare Bridge Program enables students to move from Certified Nursing Assistant (CNA) to Licensed Practical Nursing (LPN) and/or the Associate Degree Nursing (ADN).

The College's curriculum standards for the Nursing Program are established by the National League for Nursing Accrediting Commission. Based on these established industry standards, College faculty have worked with regional healthcare experts to design curriculum for the Nursing Program and proposed associate degree expansion. The program is fully articulated with Washington State University and provides ADN completers a seamless bridging opportunity to complete Bachelor and Master Degrees in Nursing.

Placement and employment of these additional candidates will be addressed through the existing WWCC Nursing Program placement structure. Current Nursing Program students are typically placed in employment within several months of completion. The 2005-2006 program completers reported an average entry level hourly wage of over \$20 per hour.

The economic development strategy for Southeastern Washington features a stable healthcare industry as a foundation for development and/or expansion of industries that promote economic growth for Washington State. Approval of the WWCC Nursing High Demand application will provide the funding required, helping to relieve the critical annual skill gap of 85 healthcare professionals and thus enhance the economic prosperity of the region.

Criteria 1: Program Approval Status

Walla Walla Community College (WWCC) currently has an approved Licensed Practical Nurse (LPN) certificate and Associate Degree Nursing (ADN) degree at both the Walla Walla and Clarkston campuses. The College is also approved to offer an endorsement in Certified Nursing Assistant (CNA), which is the first step on the nursing career pathway (see Attachment A). The Associate Degree Nursing (ADN) program at Walla Walla Community College is approved by Washington State Nursing Commission. The proposed expansion of 18 FTE will allow WWCC to enroll an additional 22 nursing students. This will increase access for non-traditional students by providing evening courses in both Walla Walla and Clarkston.

Criteria 2: Skill Gap Shortage

Nursing professionals are identified as one of the fastest growing occupations in Eastern Washington, Washington State, and the United States in the next eight years, with a projected national shortage of 20 percent or 366,367 jobs by 2015 (CCBenefits & U.S. Department of Health and Human Services). The increasing demand for nurses continues to significantly outpace the number of nursing graduates both locally and regionally. Economic Modeling Specialists, Inc. (Moscow, Idaho) projects that new positions and turnover will result in a need for over 16,000 nurses in the State of Washington over the next five years. This means that employment demand will equal 4.6% of the current nursing workforce each year during the same period. Based on this trend and a nursing workforce of 4,376 positions in 2006, the WWCC service area can expect an annual demand for 202 nursing professionals over the next five years.

Walla Walla Community College currently enrolls approximately 278 nursing students in both years of the program. The annual retention rate ranges from 85 to 89 percent. In 2006, 117 nursing students completed an ADN and/or LPN degree at WWCC. This results in an annual skill gap shortage of approximately 85 nurses. According to WorkSource Walla Walla, there are currently 40 advertised RN positions in the Walla Walla valley. The following chart shows the annual LPN and RN supply and demand for the WWCC service area from 2007 to 2012.

	Job Growth		Turnover		Total Openings		WWCC Graduates	Skill Gap
RN	99	2.6%	79	2.1%	178	4.7%	112	66
LPN	11	1.7%	13	2.2%	24	3.9%	5*	19
Total	110	2.5%	92	2.1%	202	4.6%	117	85

* The WWCC LPN graduates are completers who entered the workforce rather than continue onto the ADN.

The forecast demand for nurses is expected to increase due to the aging of the workforce, according to the University of Washington Center for Health Workforce Studies report titled “Washington State Registered Nurse Supply and Demand Projections: 2006-2025.” This report identified the average age of Washington’s RNs at 48, and more than a third are 55 years or older. If the number of nursing graduates in Washington State increases by an additional 400 RNs per year beginning in 2010, the State will not satisfy the demand for healthcare professionals until 2021.

Criteria 3: Proposal Addresses Limited Program Capacity

Historically, the Nursing Program at WWCC has more qualified applicants than openings in the program. This fall the program is fully enrolled with an extensive wait list of 145 students. Clinical capacity to meet this demand is more than adequate and employment demand exceeds the supply of qualified nurses. The major barriers confronting the College have been space and funding for staff.

The College will be opening new Health Science facilities on both the Walla Walla and Clarkston campuses this fall. This will provide the College with classroom and laboratory facilities to expand the program to 300 students. The requested High Demand funding will enable the College to add faculty and laboratory technicians necessary to serve 22 students in the Nursing Program. The combination of these resources will assist the College in meeting the significant regional student and employer demands.

Criteria 4: Proposal Advances Student Achievement throughout the Program

Recruitment

As part of the College's recruitment plan, faculty and staff visit area high schools, attend career fairs and participate in Tech Prep activities. WWCC offers CNA in high schools in the region to recruit students to the healthcare profession. The College has also identified pre-nursing advisors that complete specialized training to ensure seamless transition through the entrance prerequisites to the Nursing Program.

The College is also active in a number of regional community activities which include school screenings (hearing and visual), classroom presentations, Community Immunization Flu Clinic, and first aid station at the county fair. These activities provide outstanding opportunities for recruiting traditional and non-traditional students into the WWCC Nursing Program.

In its efforts to attract non-traditional students into the Nursing Program, the College offers a Healthcare Bridge Program which targets students of color, limited English proficiency, and academic disadvantaged individuals who desire to attain a credential in the healthcare industry. This program recruits students through a number of community services including WorkSource, WSU Gear Up, Nursing Assistant programs at Clarkston and Walla Walla high schools, high school career fairs, WWCC Multicultural Center, WWCC new student orientation, and Southeast Washington Health Occupations Alliance. The Healthcare Bridge Program staff present various healthcare issues, share student success stories, and discuss the opportunities provided by the nursing career pathway. Last year, 52 students were involved in the Health Bridge Program.

The College also offers an Integrated Basic Skills Bridge Program (I-BEST) for eligible Nursing Assistant students. This program targets ABE, ESL and GED students, many of whom are students of color, limited English proficiency, and/or academic disadvantaged individuals. This program allows students to receive in-depth tutorial and mentoring support, basic skills and/or GED completion along with Nursing Assistant instruction. During the 2006-2007 academic year, 46 students (27%) of the Nursing Assistant student population participated in the I-BEST mode of instruction. Additionally, the Nursing Assistant program served 170 students (60% were students of color). These students are given an opportunity to qualify for candidacy and realize success in the Nursing Program. In fact, 39 students (14%) of ethnic minority students entered the Nursing Program in the fall of 2006. This enrollment growth is an 8% increase from 2005, which can be attributed in part to the implementation of the CNA I-BEST model and the Healthcare Bridge Program.

Selection

The Nursing Program is a competitive admission program. Applicants are ranked by selection criteria including cumulative grade point average and completion of support courses. The completion of the Certified Nursing Assistant course is required prior to entry to the program.

The Healthcare Bridge Program, which is designed to increase the access and success rates of non-traditional students, consists of four steps from basic skills to the Nursing Program. The goal of this program is to provide the skills and support necessary for students to complete prerequisite courses required for a CNA as the first credential in the nursing career pathway (see Attachment A).

As part of the Healthcare Bridge Program, the WWCC Allied Health Department offers a course titled "Success in Healthcare Careers." The goal of the course is to prepare students for the level of coursework required for an associate degree. This course teaches communication skills (written and oral); navigational skills for textbooks, reference manuals, and the Internet; critical thinking; and study skills for healthcare courses.

Retention

The fall 2007 nursing student cohort is the first to have completed a CNA certification as a prerequisite to enter the WWCC program. This certification will provide a common skill set for all students entering the Nursing Program, as well as a better understanding of the work environment and expectations of employers in healthcare.

The Nursing Program continues to evaluate and strengthen its retention strategies to meet student needs. For example, the WWCC Allied Health Department will offer a course designed to strengthen test taking strategies for first-year nursing students. Furthermore, the new nursing facilities in Walla Walla and Clarkston will provide enhanced lab space that will allow students to practice nursing skills and remediate deficiencies as they progress through the program. This fall marks the first time the College will have full-time skills lab support for students at both the Walla Walla and Clarkston campuses.

WWCC also offers a number of opportunities to assist and prepare students of color, limited English proficiency, and academic disadvantaged individuals through the Healthcare Bridge Program. This program provides students with a variety of support services which include advising, goal setting (short and long term) and multidisciplinary conferencing. As a result, these non-traditional students have a level of support and mentoring that is more intensive and intrusive than available to students in general.

The College is also a recipient of the Opportunity grant, which includes a nursing career pathway. This grant serves as a significant retention strategy for students from traditionally underserved populations (i.e. first-generation, low-income, students of color). Eligible nursing students receive financial assistance (i.e. tuition, books, childcare, equipment), and/or tutoring to provide educational success for these students. During the 2006-2007 academic year, the Opportunity grant nursing students had a retention rate of 93%, compared to an overall rate of 85 to 89 percent of nursing students.

Criteria 5: Proposal Addresses Employability Skills

The WWCC nursing curriculum incorporates employability (soft skills) with their technical training. By providing clinical experiences, students are able to directly relate these soft skills in a

real world context. In addition, the Nursing Program requires students to complete three professional development courses (NURS 196, NURS 197, and NURS 232) which address the professional behaviors and responsibilities required of healthcare professionals.

The Nursing Program also requires a practicum course (NURS 110, 111, 112, 210, 211, 212) each quarter that includes competencies which address the employability skills throughout the nursing curriculum and are measured in the theory and clinical courses. These competencies also align with the outcomes established by the National League for Nursing Accrediting Commission and the Council on Nursing Education Articulation Plan in Washington State. Specific employability skills are identified in the course learning outcomes. The following course learning outcomes illustrate how soft skills are integrated throughout the WWCC nursing curriculum.

Multiculturally Competent

The Nursing Program offers HO 174, Transcultural Competency for Healthcare Professionals. This course focuses on the applied aspects of cultural differences and examines how different cultural communities relate to healthcare. Examples of course intended learning outcomes include:

- Demonstrate a general, global understanding of cultural difference and its application to Nursing and Allied Health (Bennett Developmental Model of Intercultural Sensitivity);
- Conduct a cultural self-audit and, with assistance, gauge the elements of one's personal culture in light of one's future Nursing and Allied Health profession (Hardiman Self-Identity Model);
- Explore how communication and language affect transcultural success in the Nursing and Allied Health fields.

Critical Thinkers

An example from NURS 211, Practicum IV follows.

- Using the nursing process to meet the physiologic, psychosocial and developmental needs of clients for all age groups; (each criterion for this element must be addressed specifically in sequence for one physiologic and one psychosocial nursing diagnosis).
 - Identify relevant client data (assessment, labs, diagnostic tests, medical history, etc.).
 - Analyze data and identify the priority nursing diagnosis.
 - Identify a measurable expected outcome related to the priority nursing diagnosis.
 - Identify implemented nursing interventions with rationales.
 - Evaluate client response to care related to the expected outcome with pertinent recommended revisions.

Effective Problem Solvers

An example from NURS 212, Practicum V follows.

- Manage care for multiple clients.
 - Plan and prioritize direct and indirect care for a group of clients.
 - Suggest revisions of priorities for direct/indirect care for a group of clients.
 - Demonstrate organizational and time management skills in relationship to multiple clients.
 - Delegate aspects of care to licensed and non-licensed personnel under guidance of a licensed professional.
 - Supervise the activities of assistive personnel under guidance of a licensed professional.

Ethical Decision Makers

An example from NURS 112, Practicum II follows.

- Practice within ethical, legal and regulatory guidelines.
 - Follow agency/school policies and procedures.
 - Maintain confidentiality of information.
 - Discuss ethical or legal issues encountered in the clinical setting in post conference.

Responsible

An example from NURS 211, Practicum V follows.

- Demonstrate accountability and responsibility.
 - Demonstrate intellectual humility in professional relationships.
 - Consult with others when client needs exceed the student's abilities/experience.
 - Present and conduct oneself in a professional manner as evidenced by conveying professional courtesy, diplomacy, and tact.

Business Literate

An example from NURS 196, Professional Development I follows.

- Health Care Delivery System.
 - Describe the roles and relationships of other members of the healthcare team.
 - Discuss factors affecting healthcare.
 - Access to healthcare;
 - Changing demographics;
 - Power in the healthcare system;
 - Quality of care.

Technology Literate

The Nursing Program requirements for admission to the program identify computer skills including Microsoft Word, Power Point, basic knowledge of the Internet, and e-mailing as essential skills. Web-based applications and computerized testing are integrated throughout the program. For example, as part of the nursing curriculum students are required to complete NURS 232, Professional Development III. This course is offered online and uses the Internet, online discussion boards and Microsoft Word.

The Nursing faculty work with area hospitals to incorporate technology typically found in the workplace into the nursing curriculum. As a result, the skills laboratories in the College's new facilities will have electronic systems that mirror those found in hospitals and clinics. This will enable students to become familiar with technology based systems for patient information, documentation, and medication administration. The new laboratories will also incorporated state of the art technology for patient care such as IV pumps with electronic controllers.

Information Literate

An example from NURS 196, Professional Development I follows.

- Orientation and use of literature.
 - Use current resources to research nursing literature.
 - Recognize the variety of nursing literature available.
 - Use APA format in completion of written work.

Criteria 6: Student Employment at the Completion of the Program

The Nursing Program requires 600 clinical hours. Students are placed in hospitals, clinics, and care facilities in the region to complete required clinical hours as part of the nursing curriculum. This high concentration of workplace training allows students to become familiar with the work environment and make employer connections through these opportunities. WWCC provides clinical opportunities in the four-county service district (Walla Walla, Garfield, Asotin and Columbia Counties). Next year the College will expand the existing clinical hours for Pullman, WA (Whitman County); Kennewick, WA (Benton County); and Lewiston, ID (Nez Perce County). This hands-on experience provides excellent opportunities for nursing students served by both the Walla Walla and Clarkston campuses. These opportunities contribute to the high placement rate of nursing students working in hospitals, clinics or care facilities. The majority of the College's nursing students find employment in the region within six months of graduation. According to the five year average reported in a recent WWCC Nursing Follow Up Study, less than 5% of the respondents reported they had not secured employment within six months of graduation. To assist all nursing students, the College offers employment services by the WorkSource staff, who are co-located on the Walla Walla and Clarkston campuses.

Criteria 7: Graduates for the Program Earn High Wages

Workforce Explorer cites median wages for Registered Nurses at \$27.50/hour for Eastern Washington and \$31.84/hour for Washington State. This pay schedule is consistent with reports from the WWCC nursing graduates. The 2004-2005 follow up study reported 49% of the ADN respondents earning over \$20/hour as an entry level wage.

As part of the nursing career pathway, students have the option to stop out after completion of the Licensed Practical Nursing Certificate. According to Workforce Explorer the median wage is \$17.24/hour in Eastern Washington and \$20.11/hour for Washington State. Relatively few students stop out upon completion of the LPN Certificate, with only five of these students directly entering the workforce in 2006.

Criteria 8: Industry Participation in the Program

Private sector healthcare providers are involved in every aspect of the College's Nursing Program including instructional planning, student recruitment, clinical preceptorships, and placement. Healthcare industry representatives serve as members of the Nursing Program Advisory Committee, providing overall direction for the Nursing Program. They also support the WWCC Foundation which awards over \$55,000 in scholarships annually for nursing students. Many healthcare providers supply valuable clinical space, use of equipment, and instructional services for the Nursing Program at no cost to the Nursing Program or College. This industry participation is critical to both the recruitment of students and employment of completers of the program. Several healthcare providers have encouraged current workers to return to the College to pursue advanced healthcare certificates or complete the Nursing Program. Private sector healthcare providers remain key to the success of the College's Nursing Program.

The College continues to work closely with the community to address the healthcare shortage. For example, WWCC has worked with community leaders, workforce agency professionals, and healthcare providers to design and support a Workforce Investment Act Section 503 Incentive grant. This grant (2003-2005) provided the College an opportunity to pilot a non-traditional structured LPN program on the Walla Walla and Clarkston campuses, which enrolled an additional 21 LPN/ADN non-traditional students. This program received the Governor's Award for Excellence in

2004. The College's private healthcare providers and workforce agency partners share the College's goal of continuing the enhancement of the College's Healthcare Bridge through this proposed project by ensuring the success of non-traditional students gaining candidacy for, and completion of, the LPN program.

Criteria 9: Targeted Industry is a Priority in the Economic Development of Region

WWCC also partners with a number of healthcare constituents to address current and future healthcare demands of the region. In 2006, WWCC and the Southeast Washington Health Occupations Alliance (SWHO) held a healthcare summit, which was attended by 70 top level healthcare providers across the Southeastern Washington five county region. The goal of the summit was to provide information and seek direction for healthcare providers and training institutions to continue quality healthcare for the region. At this summit, critical healthcare shortages in the region were documented as the number one priority. Among these priorities, the demand for nurses was identified as the most pressing need.

Additionally, the Port of Walla Walla, Walla Walla Economic Council, and the Eastern Washington Workforce Development Consortium have also targeted the healthcare industry as a top priority and essential to our local economy. The increase in the region's rural population base and aging of its citizens has increased demand for healthcare provider services and forced regional hospitals, clinics, and long term care facilities to hire skilled healthcare workers from local as well as external sources to fill position vacancies.

This proposed project is fully endorsed by the Walla Walla Economic Development Council, Eastern Washington Partnership Workforce Development Consortium and the College's Health Sciences Advisory Committee comprised of 18 representatives from the region's healthcare employers, healthcare employees, and organized labor.

Criteria 10: Organized Union Involvement and Endorsement of the Program

This High Demand grant proposal has been reviewed and endorsed by the College's Nursing Advisory Committee (see Attachment B). Organized labor is represented on this committee by Ms. Ruth Ann Reynolds, United Staff Nurses, Local #141 UFCW. In addition, this proposal has also been reviewed and endorsed by the WWCC's General Workforce Advisory Council, which includes representatives of organized labor (see Attachment C). This Council reviews all technical instruction, including the Nursing Program on a regular basis.

Criteria 11: Career Pathways

Walla Walla Community College is committed to career pathways that allow students of all levels to progress to high wage occupations and employment. The Healthcare Bridge Program which targets students of color, limited English and academically disadvantaged individuals provides a pathway from Pre-Nursing Assistant to certifications in Emergency Medical Technician, Phlebotomist, and/or Nursing Assistant. Students can elect to stop out with these certifications or bridge to the Nursing Program to become a Licensed Practical Nurse and/or Registered Nurse (see Attachment A).

Once students have completed the WWCC Associate Degree Nursing they have the opportunity to bridge to the Bachelor Degree in Nursing and Masters Degree in Nursing at Washington State University without having to leave the Walla Walla campus. WWCC is currently working with WSU to bring this opportunity to students at the Clarkston campus. The College offers students

opportunities to progress through the listed career pathways that can serve as employment stop-out points or merge instruction to advance to the next level (See Attachment A).

Extra Considerations

Collaborations and Partnerships

The WWCC Nursing Program works closely with other colleges to share their expertise and resources. For example, the WWCC nursing faculty recently attended simulation training provided by their peers at Clark College. Additionally, the College works closely with Columbia Basin College and Washington State University in the Tri-City area hospitals to place students in expanded clinical opportunities.

Skill Standards

The College's curriculum standards for the Nursing Program are aligned with the outcomes established by the National League for Nursing Accrediting Commission and the Council on Nursing Education Articulation Plan in Washington State. Based on these established industry standards, and related competencies, College faculty and regional healthcare experts have designed curriculum for the Nursing Program and proposed Associate Degree Expansion.

Involvement with Targeted Industry Skill Panel

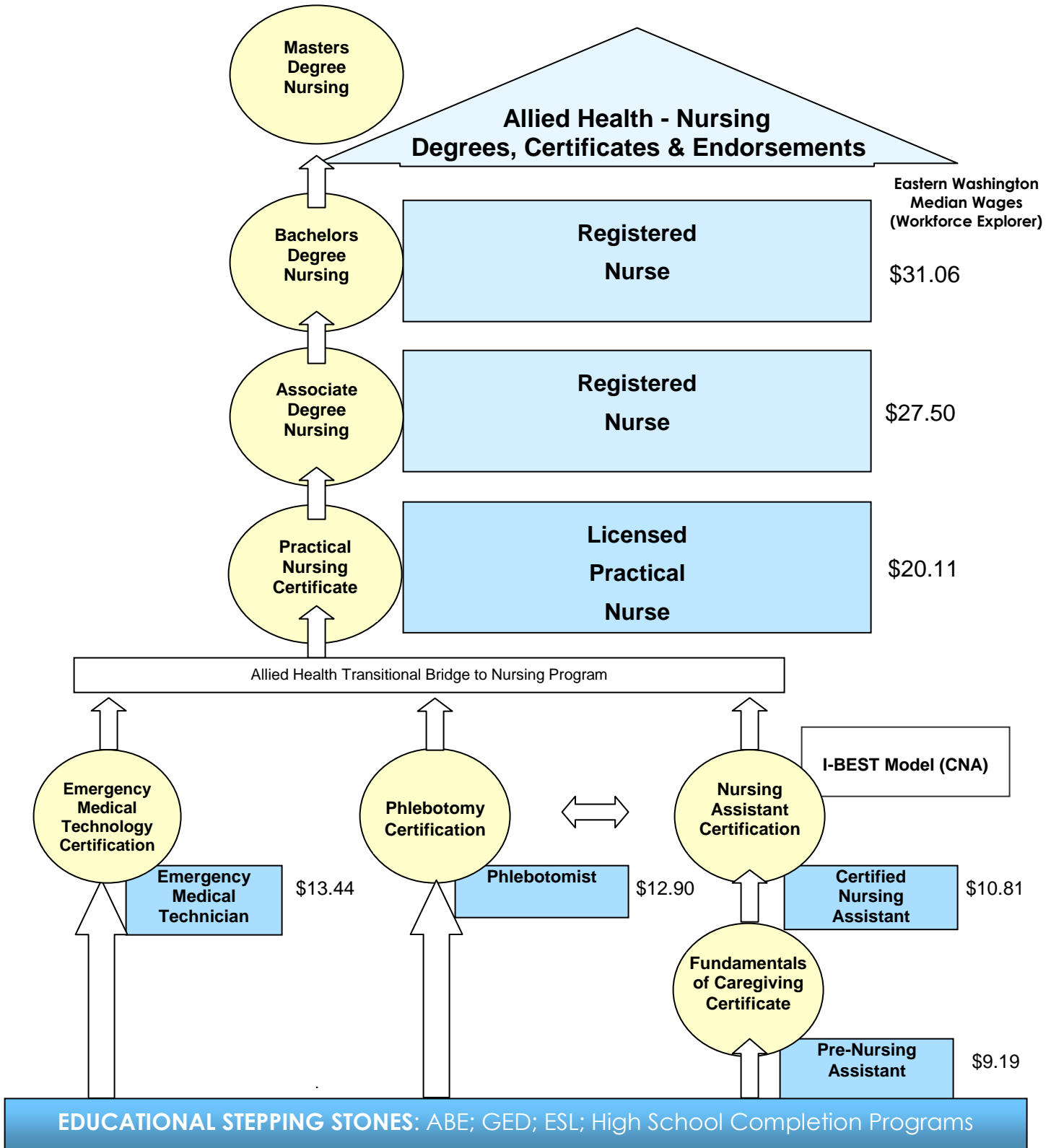
Southeast Washington Health Occupations Alliance (SWHOA) was funded by the Workforce Training and Education Coordinating Board (WTECB) through Eastern Washington Partnership Workforce Development Consortium in 2004 to establish a healthcare skills panel. This skills panel brought together healthcare employers and educational institutions in the Southeastern Washington five county region to increase the number and availability of strong candidates for a variety of healthcare occupations (www.hotjobsforyou.net). In addition to being a primary beneficiary of the skill panel outcomes and recommendations, WWCC has been an active partner in SWHOA providing resources, facilities and general support for the organization. The College's participation in this partnership has also resulted in collaborative grant applications, career fairs and a variety of resources for individuals interested in healthcare careers.

In addition, the College's Director of Nursing is a member of the Council on Nursing Education in Washington State (CNEWS). She currently serves on the CNEWS Design Team which has been given the leadership role in the development of a Master Plan for Nursing Education in Washington State. The goal of the Master Plan is to ensure that the quality and quantity of nurses will be available to healthcare providers in meeting the healthcare needs of the citizens of Washington State. Seamless articulation from one level of education to the next and enhanced accessibility to education for all students is at the foundation of this plan.

Collaboration with Center of Excellence

WWCC has expressed support and is participating in the statewide centralized clinical placement partnership with healthcare providers, which is being coordinated for Eastern Washington by the Yakima Valley Community College Center of Excellence for Allied Health. The College is also working with the Center of Excellence on the development of a new joint collaborated allied health program.

Walla Walla Community College Allied Health – Nursing Pathway



Allied Health and specifically the nursing field is one of the fastest growing occupations locally, regionally and nationally, with continued growth projected through the 2012 census. Nursing positions at all levels, from nursing assistants to degreed nursing professionals, are in high demand, and employers in this field are currently experiencing shortages in this workforce. This includes a continued need in hospitals and medical office settings, and an increased need in home health, long-term care and assisted living environments.

July 23, 2007

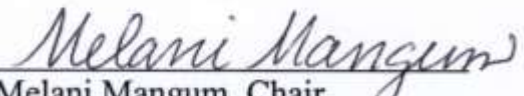
Dr. Steven VanAusdle, President
Walla Walla Community College
500 Tausick Way
Walla Walla, WA 99362

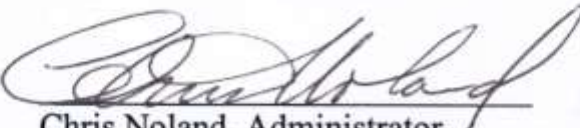
Dear Dr. VanAusdle,

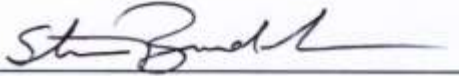
Walla Walla Community College has a long standing reputation for meeting the expanding the educational needs of industries that promote economic health and form community partnerships. As regional health care professionals, we offer our support of WWCC's 2007-08 Nursing Expansion initiative.

The advisory committee members endorse this proposal as we continue to depend on this program to supply the majority of our Licensed Practical Nurse and Registered Nurse workforce. We remain committed to supporting the required clinical training for this program and are prepared to meet the clinical training needs of the proposed nursing program expansion.

The shortage of nurses of affecting health care across the state and nation – Southeast Washington is no exception! It is imperative that we address the health care needs of our region and we are pleased with Walla Walla Community College's approach in meeting these needs. We strongly support this nursing expansion initiative and look forward to the opportunity to work together to meet this health care demand.


Melani Mangum, Chair
WWCC Nursing Advisory Committee


Chris Noland, Administrator
Tri-State Memorial Hospital
Clarkston, Washington


Steven Burdick, Administrator
St. Mary Medical Center
Walla Walla, Washington

July 20, 2007

Dr. Steven VanAusdle, President
Walla Walla Community College
500 Tausick Way
Walla Walla, Washington 99362

Dear Dr. VanAusdle:

As representatives of Southeastern Washington's workforce development, economic development and labor organizations we would like to commend Walla Walla Community College for its' proactive approach to meeting regional workforce training needs and for providing training opportunities critical to our regional economic development.

As a rural economically depressed region in the State of Washington, it is critical that employers have the necessary supply of skilled workers, particularly in the healthcare industry. The Associate Degree Nursing Expansion proposal effectively addresses an established high demand occupational need in the region and Washington State. The proposal is particularly innovative as it provides non-traditional training opportunities to individuals that may otherwise be unable to obtain training.

Employment opportunities in the healthcare industry offer excellent salary and benefits. Walla Walla Community College is well positioned to provide entry level training to jobs in the healthcare industry. The College also provides local opportunities for career advancement training through agreements with Washington State University that lead to Bachelor's and Master's degrees in Nursing.

We strongly support this nursing expansion proposal as an important economic growth initiative for the Southeastern Washington region. We are hopeful the proposal is selected for funding.



Paul Gerola, Council Chair
WWCC General Workforce Advisory
Economic Development Director
Port of Walla Walla



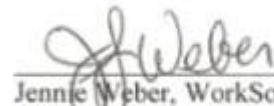
Alpha O'Laughlin, Staff Representative
Washington State Council of
County & City Employees, Local 1199W



Eric Southwick, Staff Representative
Lewiston-Clarkston Central Labor
Council Local 8-712 PACE
(electronic signature authorized via phone 07/23/07)



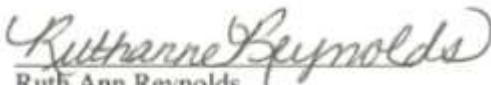
Carol Lee, Director
Department of Social & Health Services
Walla Walla



Jennie Weber, WorkSource Area Director
WorkSource Walla Walla



Tom O'Brien, Director
Eastern Washington Partnership
Workforce Development Council
(electronic signature authorized via phone 07/23/07)



Ruth Ann Reynolds
United Staff Nurses, Local #1412 UFCW